

adults, adult education reading classes, athletic teams, choral groups, and family counseling services. This wonderful range of programs that became OIC goes to the heart of recognizing that the true solution to any difficulty lies within each of us personally as we take greater responsibility for solving the problems life presents to us, while taking the fullest advantage of the opportunities the same life presents to us.

Rev. Leon Sullivan has been rightly honored before for his work, having won more than 100 national and international awards, as well as the Presidential Medal of Freedom. His position on the boards of numerous corporations gives him a unique opportunity to see the kind of workers that successful businesses need so that OIC can train the best possible candidates.

Mr. Speaker, as the members of the OIC of Metropolitan Saginaw greet Reverend Sullivan at the dedication of their new facility, I ask you and all of our colleagues to join me in thanking this great man for bringing hope and opportunity to the many that OIC has touched, and pledging to work with him and his associates to restore the American dream for those who are still waiting.

COMMEMORATING A 25TH ANNIVERSARY—AND CREATING A NEW OSHA

HON. CASS BALLENGER

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, May 1, 1996

Mr. BALLENGER. Mr. Speaker, this week marks the 25th anniversary of the Federal Occupational Safety and Health Act [OSH Act] and the agency it helped to create, OSHA. Throughout the week events will commemorate not only the anniversary of OSHA, but highlight the importance of workplace safety. It is certainly appropriate and important for employers, employees, and public officials to be reminded of the importance of workplace safety—and of the cost to lives, families, and businesses when safety is not emphasized and accidents occur.

The 25th anniversary of the OSH Act is being used by some people for something else as well: to criticize Republicans who have been critical of OSHA.

Indeed, many of us in Congress have been critical of OSHA. We've claimed that it has too often been overreaching and lacking in common sense in its regulations, and adversarial and punitive in its enforcement. And we've said that it has not been cost effective in promoting worker safety and health.

The Clinton administration has agreed with many of our criticisms of OSHA. For example, just 1 year ago, President Clinton, speaking at a small business in Washington, DC, called for creation of "a new OSHA," an OSHA that puts emphasis on "prevention, not punishment" and uses "commonsense and market incentives to save lives." Vice President GORE was even more direct when he spoke to the White House Conference on Small Business last year: "I know that OSHA has been the subject of more small business complaints than any other agency. And I know that it is not because you don't care about keeping your workers safe. It is because the rules are too

rigid and the inspections are often adversarial."

And in criticizing OSHA we've said nothing more than OSHA's record surely shows. Stories abound of OSHA's enforcement of rules that have little or nothing to do with workers' safety. We've sometimes been accused of fabricating stories about OSHA, but in each case not only has the example been true, but OSHA has then tried to quietly undo the fabricated regulation. Last year the owner of a small bakery near Chicago told the Subcommittee on Workforce Protections about her OSHA inspection, in which she was fined for not having the required documents on the health hazards associated with laundry detergent used to clean hands and aprons in the bakery. The head of OSHA publicly denied that there was any such requirement, and then quietly sent out new instructions to OSHA inspectors to "go easy" on issuing citations for such common household items. Similarly, Labor Secretary Reich assured at least two congressional committees that OSHA had no regulation banning gum chewing by workers doing roofing work: "pure fiction" he said. Then a few weeks later his own Department of Labor issued a report highlighting the same gum-chewing regulation as one that should be deleted from OSHA's books. I'll assume that when he testified before Congress the Secretary just did not know OSHA's 3,000 pages of rules in sufficient detail. But if he were a roofing contractor, rather than the Secretary of Labor, his ignorance of OSHA's rules would be no excuse, and he could be cited and fined if one of his employees violated the gum chewing ban.

Are such examples of silly and unproductive regulations and enforcement just aberrations? Hardly. Despite spending over \$5 billion in taxpayer money over the past 25 years, there is little evidence that OSHA has made a significant difference to workers' health and safety. Example after example and study after study show that OSHA's focus on finding violations, no matter how minor and insignificant, has actually made OSHA ineffective in improving safety and health in the workplace. Why is that? One important reason appears to be that when the focus is on issuing penalties rather than fixing problems, there is much less attention paid to fixing problems. One study showed that the time required of OSHA to document citations increased an average inspection by at least 30 hours, thus greatly decreasing the number of workplaces OSHA could inspect. Penalties are sometimes necessary to compel irresponsible employers to address health and safety for their workers. But as the Clinton administration itself has said, inspections and penalties have not produced safety. OSHA must find new ways of operating.

The apparent agreement between the Clinton administration and those of us in Congress who support reform of OSHA marked a significant convergence of views. The 25 year history of OSHA has been marked by sharp partisan and philosophical differences over the value and direction of OSHA. So the unusual agreement in analysis and prescription for improving OSHA between the Clinton administration and Congress presented an unusual opportunity to use the 25th anniversary of OSHA to make meaningful changes.

Now the Clinton administration seems to be walking away from its own analysis and initia-

tives. Recently, with bipartisan cosponsorship, I introduced the Small Business OSHA Relief Act, which would enact several of the specific changes already proposed or endorsed by the Clinton administration for OSHA. We even borrowed the Clinton administration's language, so that there would be no dispute that these are initiatives to which they have already agreed.

Organized labor, which has opposed the Clinton administration's "reinvention" of OSHA all along, is also opposing the legislation, and their influence on the Clinton administration has never been stronger than it is in this election year. So the President must choose: did he really mean what he said about "a new OSHA," or will he stop meaningful change to OSHA, change which he has already said is needed, to appease his union supporters?

The 25th anniversary of OSHA is a timely opportunity to look back but also to look ahead. The President and Congress have an opportunity to enact needed reforms that will make OSHA more fair and more effective. Last May, speaking about OSHA, the President said, "Let's change this thing. Let's make it work. Let's lift unnecessary burdens and keep making sure we're committed to the health and welfare of the American workers so that we can do right and do well." If the President stands by his own words, we can in fact begin to create a "new OSHA" for the next 25 years.

BAY AREA URBAN LEAGUE CELEBRATES 50 YEARS OF SERVICE FOR SOCIAL AND ECONOMIC EQUALITY

HON. RONALD V. DELLUMS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Wednesday, May 1, 1996

Mr. DELLUMS. Mr. Speaker, as we approach the 21st century, our Nation faces important issues of priority for the betterment of our citizens. We need not reinvent the wheel. We need only to look at our local communities for the richness and wealth of experiences to achieve social and economic equality.

The Bay Area Urban League [BAUL], 1 of 144 affiliates of the National Urban League and founded in 1946, is a tremendous resource in the Ninth California Congressional District. It is a model of diversity, both in its members and the community it serves. BAUL is an interracial, nonprofit community service organization in the five Bay Area counties that helps African-Americans and minorities achieve equal opportunities in education and employment. It provides employment counseling, on-the-job training, sponsors job fairs, HIV-AIDS prevention projects, and runs the Oakland-Emiliano Zapata Street Academy for at-risk youth. BAUL's economic development program in low and moderate income communities advances economic development that promotes affordable housing and community and business lending as well as consumer education.

The five decades of outstanding and effective contribution to the community is equally marked with the recent appointment of Ms. Carole Watson, the first woman president in the Bay Area Urban League's history. Under her leadership and in her own words "BAUL is